Ms. H.S.—100000—28.4.48.

Development (195 48) Department

Ms. SERIES

G.O. No. 2175

Dated 29th April 1948

[Despatch Abstract.]

LABOUR - Exchange of information between Central, Provincial and States Governments on matters affecting labour policy and administration - Digest for the quarter ending 31st December 1947 - Communicated.

GOVERNMENT OF INDIA
Ministry of Labour

No.LP-17 (24).
Dated New Delhi, the 9th April 1948.

From

Teja Singh Sahni Esq., B.A
Assistant Secretary to the Government of India

To

All Provincial Governments and Chief Commissioners Indian States of Bhopal, Cochin, Gwalior, Indore, Jammu and Kashmir, Mayurbhanj, Mysore, Patiala, Rampur, Travancore and Baroda.

Exchange of information between Central, Provincial and State Governments on matters affecting labour Policy and Administration.

Sir,

In continuation of the letter from the Ministry of Labour No.LP.17(2), dated the 16th December 1947 on the above subject, I am directed to forward herewith a digest giving briefly the labour activities in the various Provinces and States who have sent material for inclusion therein, for the quarter ending the 31st December 1947.

2. Material for inclusion in the digest for the quarter ending 31st March 1948 may kindly be sent to reach before the end of April 1948. In this connection I am to point out that there has been long delay in the receipt of the material for inclusion in the present digest from some of the Governments and States, which has held up the issue of the digest very seriously. This Ministry propose, in respect of the next digest, to proceed on the basis of the information received by them upto the 30th April 1948, and hope that the Governments and States concerned will co-operate in this matter

3. Kindly acknowledge receipt.

Sd/ Teja Singh Sahni
Assistant Secretary to the Govt. of

Digest setting out briefly
Department of the Provincial and States Governments for the quarter ending the 31st December 1947

I. FACTORIES.

BIHAR

The provisions of the Factories Act, other than those in clause (j) of section 2, sections 15, 16, 21, 22, 24, 27, 29 and 33 and Chapter V-A, have been extended to all shellac and mica Factories working without the use of power and employing 20 or more workmen. In the case of shellac Factories, the provisions of chapter IV-A have also been excluded from application.

BOMBAY.

post of Medical Inspector of Factories was created in November 1947 for the investigation of problems connected with industrial diseases and occupations involving hazards to worker life and limb. The Factory Inspectorate has also been strengthened by the creation of new Inspectorial posts

ORISSA

Factory Inspectorate is proposed to be strengthened shortly. The Inspector of Factories was deputed for training at the last course held in November 1947. A press note informing the public to get prior approval of plans for new Factories or extensions has been issued.

UNITED PROVINCES

Besides tightening up of the administration, new rules providing for fencing, guarding and wash-water facilities hav been framed under the Factories Act and included in the U.P. Factories Rules. The Rules framed for the management and running of canteens are under consideration. Government propose to strengthen the Factories Inspection Service, and are also examining the feasibility of appointing wage Inspectors. The Chief Inspector is proceeding to the United Kingdom for training to enable him to reorganise the Inspectorate.

AJMER-MERWARA.

The Chief Inspector of Factories, Delhi and Ajmer-Merwara (Headquarters at Delhi) is responsible for inspecting factories. The provisions of the Factories Act are not fully complied with strictly, as separate Factory Inspection staff does not exist. Separate staff has now been recommende

COORG.

A whole-time inspector was appointed and he attended the training course at New Delhi. In two factories workmen have been provided with houses and hospital facilities.

COCHIN.

tanding orders of various factories are being certifi

GWALIOR.

A modern canteen with a sitting accommodation for about a thousand workers at a time has been set up by J.C. Mills, Gwalior. A Labour Officer has been included for training in the United Kingdom in the next batch sailing in April 1948.

PATIALA.

Stricter enforcement of the Factories Act has been ordered. Steps are being taken to organise all small installations under the purview of the small installations Act so as to regularise the hours of employment etc. and to provide facilities of health, safety and welfare to the workers.

In the case of new installations of Factories the owners are pursuaded to provide enough housing accommodation within the factory premises for the labour. Large industrial concerns in the State which give employment to more than 250 workers are being asked to provide canteens in their factories. The Patiala Factories Act has been amended to make provision for the payment of overtime at double the ordinary rate of pay. The Factory Inspector was sent to attend the Refresher Course held in New Delhi

SIRMUR

A labour supervisor was sent for the training course as Factory Inspector at New Delhi.

TRAVANCORE

The committee appointed to draw up special hazardous occupation Rules for Cashew Factories drew up a set of rules

which have been accepted by Government.

The suggestions of the Medical Inspector of Factories made to Factory owners in the course of his inspection for making better arrangements for the protection of the health of workers are being acted upon by them. Due to the efforts of the Lady Inspector, evasion of payment of maternity benefit has now almost completely been prevented. Necessary action has been taken to provide canteens in all large Factories and creeches and rest room in all cashew Factories and a few other factories.

II. Labour Legislation.

ASSAM

Rules under the Industrial Disputes Act framed by the Provincial Government and Rules under the Industrial Employment (Standing Orders) Act, 1946 have been finalised and action to enforce the provisions of the said Acts and Rules is being taken. Under the Payment of wages Act the Labour Commissioner, Labour Officers and the Labour Inspectors have been declared to be Inspectors for the administration in tea plantation industry.

BIHAR.

Intention of extending the Payment of Wages Act to mica and Shellac factories, wherein Factories Act has been extended, has been notified. Rules under the Industrial Disputes Act and the Industrial Employment (Standing Orders) Act have been finalised. There is a proposal to promulgate an Industrial Disputes Ordinance on the lines of rule 81-A of the Defence of India Rules. Sugar industry was declared as a public utility service under the Industrial Disputes Act for the period of six months. In pursuance of the Labour Enquiry Committee's recommendation a bill called the "Bihar Workmen's Protection Bill to protect workmen from molestation and intimidation by creditor has been drafted. Sections 55 and 60 of the Code of Civil Procedure are also proposed to be so amended as to ensure their full benefit to workmen. The Bihar Maternity Benefit Act was re-enacted with slight modification.

BOMBAY:

The Bombay Industrial Relations Act was brought into force on the 29th September 1947 and was made applicable to the partially excluded areas. The application of the Act to Motor Transport and Engineering Industries and to Municipal services is under examination. It has been applied to Sugar Industry from the 12th January 1948. The Bombay Adjudication Proceedings (Transfer and Continuance) Ordinance, 1947 was converted into an Act

CENTRAL PROVINCES AND BERAR.

The Central Provinces and Berar Validation of Awards and Continuance of Proceedings (Industrial Disputes) Act to regularise continuance of proceedings taken, and awards made, under the Defence of India Rules, was passed. The Public Safety Act, which inter alia prevents formenting of strikes, received the assent of the Governor General. The Central Provinces and Berar Industrial Disputes Act has been enforced in all industries except textiles, railways, mines and central undertakings. Draft Rules under it have been published for criticism. Rules under Central Provinces and Berar Shops and Establishment Act and the Industrial Employment (Standing Orders) Act have been finalised. Rules under the latter Act have, however, raised convroversy in some of the important industries. Cotton Textile Industry has been declared to be a Public Utility Service for a further period of six months

the 2nd December 1947

ORISSA.

The Industrial Disputes Act, 1947, was extended to all partially excluded areas and draft rules under the Act were published. The intention to extent the payment of wages Act to workers employed in motor vehicles plying under stage carrier permits and public carrier permits was notified.

MADRAS.

Electric Tramway Services, Motor Transport Services, and the Cotton Textile Industry were declared as Public Utility Services under the Industrial Employment (Standing Orders) Act have been finalised and steps are being taken for certification of Standing Orders. ~~Disputes Act 1947, Rules un~~

The Non-Power Factories Bill and the Madras Shops and Establishments Bill have been passed.

UNITED PROVINCES

Rules and model Standing Orders under the Industrial Employment (Standing Orders) Act have been published and the process of certification is now in hand.

The United Provinces Industrial Disputes (Second) Ordinance was promulgated to deal with the growing industrial unrest in the province. The United Provinces Shops and Commercial Establishments Act was passed and in the first instance made applicable to the Municipal and/or Cantonment areas of 25 important cities from 1st December 1947. Thirteen Inspectors and one Deputy Chief Inspector under the Chief Inspector of Factories have been appointed for its enforcement. It is hoped to extend the operation of the Act to the whole of the Province from April 1, 1948.

COORG.

The Industrial Employment (Standing Orders) Act has been brought into force. The extension of the Payment of Wages Act to Plantations has been held up due to the objection that this action should also be taken up in the neighbouring State of Mysore, so as not to be detrimental to Coorg estates. The Mysore Government have been addressed.

BARODA.

The Factories (Amendment) Bill, providing for holidays with pay is before the Legislature.

2. The Factories (Amendment) Act, providing for

(a) canteens in factories wherein more than two hundred and fifty workers are ordinarily employed and

(b) payment for overtime at double the ordinary rate etc. has been passed.

3. It is proposed to replace the present Maternity Benefit Act by fresh legislation wherein all important provisions of the Bombay Maternity Benefit Act will be incorporated.

4. The matter of adopting legislation corresponding to the Central Government's Industrial Employment (Standing Orders) Act, 1946, is in progress.

5. It is proposed to introduce comprehensive legislation similar to the Bombay Industrial Relations Act, 1946, so as to provide for machinery to resolve industrial dispute between workers and employers.

6. A fresh Notification regarding avoidance of strike and lockouts, has been issued under the Defence of India Rules as applied to the Baroda State and continued in force under the Emergency Provisions (Continuance) Ordinance 1947.

COCHIN.

The rules under Chapter IV-A of the Factories Act regarding recuperative leave were passed. A Bill called the Non-Power Factories Bill was introduced in the Legislative Council. The Minimum Wages Bill was with the Select Committee during the period. The Select Committee on the Shop Assistants' Bill submitted their report to the Council. A new Bill called the Industrial Disputes Bill has been introduced in the Legislative Council to consolidate the existing Trade Disputes Act and Trade Disputes Adjudication Proclamation. A new Proclamation was promulgated to further amend the Cochin Trade Disputes Adjudication Proclamation with the object of providing an appellate tribunal over the awards of adjudicators. This is understood to be the first of the kind in India. Certain amendments to the Model Standing Orders published with the rules under the Industria Employment (Standing Orders) Act were under consideration. Rules under the Dock Labourers Act were finalised. The question whether a bill on the lines of the Workmen's State Insurance Bill should be taken up is under consideration.

GWALIOR.

1. The Factory (Amendment) Bill providing for Holiday with Pay has gone through the first reading of the legislature. Another Amendment Bill to the Factories Act providing for rest intervals in 3 shift system was also published in the State Gazette.

2. Trade Unions (Amendment) Bill providing for compulsory subscription from Union Members and making some minor changes was published with the Select Comm port.

3. Industrial Disputes (Amendment) Bill providing for its applicability to State Commercial Concerns was published in the State Gazette.

Another Amendment Bill was also published in the Gazette providing for distinction between legal and illegal strikes and lockouts.

4. Prevention of Begar (Forced Labour) was published in the Gazette.

5. Workmen's State Insurance Bill is being drafted.

MYSORE.

Bills amending the Factories Act to provide for [illegible] holidays with pay and for setting up of canteens in Industrial concerns employing hundred workers and more, and two other Bills namely the payment of Wages Bill and Shops and Establishments Bill, were passed by the Representative Assembly and will now be considered by the Legislative Council.

PATIALA.

The Patiala Maternity Act has been recommended to be enforced to regulate the grant of Maternity Benefit to women workers in Mines and Factories.

p.t.o

RAMPUR

Rules under the Rampur State Industrial Employment (Standing Orders) Act have been drafted and will come into force after Government sanction has been given.

INDUSTRIAL RELATIONS

ASSAM.

There were 11 labour disputes involving strikes of which six were enquired into by the Labour Commissioner and after settling some of the issues, the remaining issues were referred to arbitration.

BIHAR.

Disputes which could not be settled by Conciliation machinery were referred to Industrial Tribunals. A conference of employers and workers in the Sugar Industry was called in order to ensure peace during the current crushing season. As a result of the Conference, Government came to certain decisions including the one to set up a Board of Conciliation to deal with disputes that may arise during the season. A permanent Industrial Tribunal has been established. An ad hoc Tribunal was also constituted for several disputes. Prosecutions for violating the award enforced on two Jute mills were initiated. A tripartite Advisory organisation called the "Bihar Central Standing Labour Advisory Board" was constituted to advise Government on all matters concerning labour welfare and industrial relations.

BOMBAY.

Mr. M.C. Shah was appointed as a Tribunal in place of Mr. D.V. Vyas. In addition, two other Ad hoc Tribunals were constituted. Of the disputes referred to the Industrial Court, the important matters related to standardization of wages and musters in the woolen Textile Industry in Bombay City, standardization of wages in the Cotton textile industry in Barsi, abolition of contract system in the cotton textile mills in Bombay. A dispute between the day shift and the night shift workers in the cotton textile mills in Ahmedabad relating to allotment of machines at the time of change over of shifts was also referred for arbitration. A second meeting of the Provincial Labour Advisory Board was held on the 15th October 1947. The items on the agenda included (i) the setting up of Joint Committee under the Bombay Industrial Relations Act, (ii) Labour's part in increasing production with reference to slow-down tactics and (iii) Labour Exchanges and decasualisation scheme.

CENTRAL PROVINCES AND BERAR.

A provincial Labour Advisory Committee has been constituted to advise Government and to help in maintaining good industrial relations. An Assessor's Committee has been appointed by the Industrial Tribunal on the basis of whose report the Tribunal would declare its award with regard to textile mills. The terms of reference of the Tribunal have been amended to include the possibility of giving retrospective effect. A communique was issued to emphasize the need for increased production and checking illegal and improper strikes. The Industrial Tribunal has made its fourth Interim Award regarding the supply of uniforms and provision of bath-rooms and washing facilities to boiler coolies. The award has been enforced. The recommendations of the Fact Finding Committee in respect of colliery labour which were approved by the Central Government have been accepted by the Industry. The Coalfields

Sub-Committee....

Sub-Committee has recommended statutory provision to require employers to provide for training of workers in first aid and ambulance work. It also voted for a mobile cinema van and a mobile shop. The award of the adjudicator in the dispute between several Saw Mills at Nagpur and their employees in respect of some demands was accepted and the dispute in respect of basic wages and dearness allowance has been referred to the Industrial Tribunal. The dispute between 3 Cotton Textile Mills and other employees regarding compensation for unemployment on account of lack of coal has been referred for adjudication

MADRAS.

The grievances of the Southern India Mill Owners Association for taking into account higher wages allowed by the Tribunal award in revising prices of lower counts of yarn were placed before the Central Government. Seven Mills closed down pleading inability to run at the level of the wages awarded by the Tribunal. As a result of the Conferences held, some of them have, however, withdrawn notices of closure of mills. There was labour unrest in the tannery industry due to the failure of the tanners to implement the recommendations of the Court of Enquiry. The dispute has been referred for adjudication. Fifty-one disputes were referred for adjudication during the quarter.

UNITED PROVINCES

A plan has been adopted for the remodelling of the Conciliation Machinery and the post of Conciliation Officers on a regional basis. The setting up of a new and entirely separate adjudication machinery with industrial courts on the lines of the Industrial Courts in Bombay is under consideration. An Industrial Court has been constituted to serve as appellate authority under the Industrial Employment (Standing Orders) Act. A permanent Conciliation Board has been set up for Sugar Industry. The constitution of similar Boards for other important industries and the setting up of Wage Boards and Works Committees is under consideration.

WEST BENGAL:

Industrial Tribunals: To adjudicate upon disputes between the employers and employees relating to wages, conditions of service etc., three General Tribunals have been appointed, one each for the jute and cotton textile industries and one for engineering industries. In addition Government have appointed a General Tribunal for mercantile firms. The awards published in the last quarter were 22 in number, and they go to show that issues concerning all aspects of conditions of service including provident fund and gratuity, overtime payment, pension, recognition of unions, canteen, medical aid etc. are pressed for decision of the Adjudicator and that on issues of a general nature there is a tendency on the part of the Adjudicators towards uniformity of decision. It is expected that within a short time the industrial population of West Bengal will work under the same conditions of service though employed in different enterprises and this will naturally lead to lesser labour discontent in future. In most cases the labour organisations themselves base their demands on the recommends of the Central Pay Commission and when the Adjudicator adheres to these recommendations as far as possible, labour will have less and less points of dispute.

By an order dated the 10th December 1947, the Provincial Government have prescribed rules for the constitution and functioning of Works Committees. It has been provided that election to such committees will be by secret ballot under the supervision of the Returning Officer appointed by the Labour Commissioner. It is proposed to take up the work of election by Instalments, so that confusion may be avoided and experience

experience gained. Accordingly elections will be run, in the first instance, in 37 Jute Mills and the Bata Shoe Co. within Calcutta, Budge Budge and Barrackpore Sub-division. An elaborate election programme has been drawn up and the first batch of election is expected to begin on 30th March 1948. The entire election in the Province is expected to be completed in two years time.

AJMER-MERWARA

Labour was restive and there were some strikes of short durations in Textile Mills. The disputes were settled through conciliation. There has been some agitation to secure standardization of wages. The three textile mills at Beawar have set up workers committees.

DELHI.

There were some labour disputes in the Delhi Province during the quarter. Most of these were amicably settled and and some strikes were called off on the assurance of Government that their grievances would be fully investigated.

BARODA.

The demands of the B.G.S. Railwaymen's Union for adopting the Central Pay Commission's Recommendations are being considered by the Board of Conciliation.

A number of disputes arose and a few strikes of short duration took place. The disputes were referred to the Tripartite Labour Committee in most cases. It has been decided that Works Committee should be constituted in all industrial concerns in the State.

COCHIN.

The chief feature of the administration of the Trade Disputes Act and proclamations was that the employers complained that the awards in some cases were unworkable, the main reason being not so much the increase in the wages proposed as the low quantum of work turned out by workmen. These complaints were investigated and an appellate Tribunal to look into such cases was introduced as a temporary measure. There were 74 trade disputes, and 30 individual complaints. Strike took place only in one case. The others were either settled or referred for adjudication or conciliation. Awards were received in 3 cases.

SIND.

There are mostly small factories in the State, and no labour problem has arisen in connection with them as yet. In the Dalmia Dadri Cement Factory, which is a bigger factory however, the labour went on strike on 23-1-47 on the refusal of the management to agree to their demands. An arbitrator was appointed by mutual agreement, but his award met with protest from the company who closed the factory. The matter was again referred for fresh arbitration and the new arbitrators duly gave their awards.

MYSORE.

Three Industrial disputes were referred to arbitration Tribunals. Award was received in one case.

PATIALA.

Industrial Relations in the State have been uniformly satisfactory between the employers and employed. There has been no dispute or strike. The enforcement of the Trade Unions Act and Trade Disputes Act are under consideration of the authorities and it is hoped that these would be promulgated soon.

RAMPUR.

Labour situation remained quiet in general, with the exception of a threatened strike in textile mills. A dispute which arose in two sugar factories was referred to the conciliation Board, but the employers redressed the grievances of workers before the Board conducted its proceedings

SIRMUR

The Three-Member Labour Representative Committee is functioning successfully and labour is satisfied with its working.

TRAVANCORE.

The Industrial-Relations Officers were busy with bringing into existence Factory Committees and Works Committees on the basis of one Committee for each industrial concern and an Industrial Relations Committee on an industrial basis. There have been several trade disputes during the quarter but all have been amicably settled except one which has been referred for adjudication. The Industrial Relations Officers have been endeavouring to negotiate contacts between the employers and employees with regard to wages, hours of work and other terms and conditions of employment through the medium of the Industrial Relations Committee. The agreements negotiated during the quarter were in respect of Forest Industries Ltd. and the mining industry. Trade Union movement became very active during the period

IV. LABOUR WELFARE.

BOMBAY

In November 1947, Government sanctioned the opening of five new 'C' type welfare centres (i.e., a small centre in hired premises where indoor recreational welfare activities are carried on), two each in Bombay and Ahmedabad and one in Sholapur. A scheme was started in December 1947 with a view to providing occupation during leisure time to the dependents of industrial workers, under which Charkha classes are organised at various labour welfare centres, where instructions on carding of cotton and preparation of sliv are also given.

Universal Literacy among Industrial Workers' Scheme, which was started in December 1947 is intended to make literate all factory workers between the ages of 15 and 40 years. A time limit will be fixed for all factories where the literacy campgain will be launched. The procedure will be to continue only literate workers in employment after a particular date. The factory hours will be adjusted so as to give an additional hour's recess during working hours. Under this scheme Government has constituted workers' Literacy Boards at important industrial centres for the purpose of implementing these proposals. The Boards consist of 11 members each, who represent various interests viz. Employers, Trade Union, Local Municipalities. Public Workers. Officers of the Education Department etc.

UNITED PROVINCES.

Of the officers sent for training in the United Kingdom, one is now touring the Province giving personal help and guidance to trade unions to develop and work on practical lines. Another who had made a special study of Labour Housing in the United Kingdom and in Bombay has made suggestions for comprehensive housing legislation, and also for conciliation machinery, and these are under consideration The third officer is in charge of Labour Welfare Work.

AJMER-MERWARA.

The employers of the three textile mills at Beawar

provided "chawls" for the workers near the mill area. At one mill where there are no coolie lines, the employer has taken some quarters on lease near the mill to be given to needy workers.

COCHIN.

The factories are showing greater interest in welfare matters. Bonus payments have been adopted by most factories but the important aspect is the granting of more holidays with pay both for festivals and on account of sickness.

TRAVANCORE.

The coir industry, which is one of the most important industries in the State, employing thousands of workers, has received, soon after the War, a shocking slump, resultin in the closing down of hundreds of factories engaged in the manufacture of coir mats and matting goods. The relief work started by Government continued to employ a good portion of the workers thrown out of employment from this industry. During the period under review, about 5,000 workers on an average where daily given employment in the relief works carried on under the control of the Department

The Welfare Staff of the Department carried out routine visits to factories and residential quarters of the workers, giving them advice regarding sanitation, sport, canteen, promotion of thrift etc. They also explained to the workers the critical food position in the country and imparted correct information to them regarding the exact quantities of rations they could get.

[illegible].

ENQUIRY COMMITTEES.

BOMBAY.

With a view to investigating wages and conditions of work of about 7,500 saltpans workers, the Director of Labour Information has started a sample enquiry. The report of the Committee for examining the working of the Bombay Shops and Establishments Act has been received and published for public comments.

MADRAS

The report of the Standardisation Committee which prepared an occupational nomenclature for the Textile industry and fixed the workloads for the various categories of textile workers has been accepted by Government and commended for adoption. The report of the Court of Enquiry on conditions of labour in the rice and oil mills has been recorded as it contained no recommendations on which action was required. The Court of Enquiry report on Timber and Saw Mills has been accepted and commended for adoption. The Court of Enquiry's report on the Handloom Industry has been completed and its publication is awaited. A Court of Enquiry has been appointed to enquire into the conditions of labour in engineering firms. The Court of Enquiry for Motor Transport Services and Workshops has been converted into an Industrial Tribunal.

GWALIOR.

The standardization of wages and fixation of minimum living wage enquiry Committee held its preliminary meeting and drew up a comprehensive questionnaire.

MYSORE.

A Family Budget Enquiry to find out the wage requirements etc. of plantation labour has been conducted, and

and the report is now with Government.

VI. GENERAL.

EAST PUNJAB.

The mass movement of population from East to West Punjab and *vice versa* has created serious shortages among certain occupational groups of workers such as fitters, mechanics, machanists, welders, electricians, carpenters and compositors etc. Paucity of skilled labour in certain industries has also manifested itself. Government is trying to make up these deficiencies in the labour force by providing facilities of technical training. In addition to short courses of technological training in the schools and institutes maintained by Government a number of demonstration parties are being drafted to refugee camps etc. for training refugees for work in industrial occupations and rural handicrafts.

MADRAS.

Government have introduced the scheme of nationalization of the Motor Transport Industry first in the City of Madras.

ORISSA.

Two Students at Government expense have been sent for 9 months training as labour welfare workers to the School for Training Labour Welfare Workers in Bombay.

~~ORISSA~~

DELHI.

The Department of Labour and Industries was created from the 1st December 1947 with Dr. B.R. Seth, M.A.,Ph.D., as Director of Industries and Labour, Delhi Province.

SIRMUR.

Technical hands out of refugees were helped and provided with suitable employment.

TRAVANCORE

Two Officers of the Welfare staff are now undergoing training in the short term course in social services at Calcutta.

GOVERNMENT OF MADRAS

(Abstract)

LABOUR - Exchange of information between Central, Provincial and State Governments on matters affecting labour policy and administration - Digest for the quarter ending 31st December 1947 - Communicated.

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Development Department

G.O. Ms.No.2175, Dated the 29th April 1948
Read the following:--

From the Government of India, Ministry of Labour,
LP.17(24), dated 9th April 1948.

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O R D E R:

Communicated to the Commissioner of Labour.

(By Order of His Excellency the Governor)

Sd/ ** **
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To the Commissioner of Labour, Madras (with enclosure) (2 copies)

(True copy)

Office Assistant,
Madras Record Office.

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